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INFO RUEHZG/NATO EU COLLECTIVE
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RUEHNE/AMEMBASSY NEW DELHI 6898
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RUEKJCS/JOINT STAFF WASHDC
RHMFISS/CDR USCENTCOM MACDILL AFB FL
RHEHAAA/NSC WASHDC
RUEAIIA/CIA WASHDC
RHEFDIA/DIA WASHDC

UNCLAS SECTION 01 OF 05 KABUL 002149

SIPDIS

//ZFR ALL SECTIONS/CABLE WILL BE RESENT WITH NEW MRN/MCN//

SENSITIVE

SIPDIS

DEPARTMENT FOR SCA/FO, SCA/A, SCA/PAB, S/CT, S/CRS, EUR/RPM
NSC FOR AHARRIMAN, KAMEND
CENTCOM FOR POLAD, CG CFA-A, CG CJTF-76

E.O. 12958 N/A

TAGS: [PREL](#) [SNAR](#) [PGOV](#) [PTER](#) [ASEC](#) [AF](#)

SUBJECT: A COURSE OF ACTION TO REBALANCE THE ANP

REF: KABUL 01884

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iii. All fills should be accomplished using the principle of closes assignment first. Because of the nature of Afghan society, it is cou to move personnel long distances away from their homes and families t police manning requirements. Coupled with a lack of electronic banki would allow individual police to send their pay home to families, mov personnel without regard to place of origin would only result in poor and an increase in severance from the police forces. Therefore, our emphasize volunteering over forced moves.

iv. This Course of Action and any other will be affected by pay and over time and require those efforts to take into account the re-balan

v. All personnel should move to new assignments with assigned weapon personal equipment. This will provide for immediate capability upon new duty assignment. The gaining police unit will record and documen weapons and equipment of all arriving personnel.

vi. The MOI should identify which highway security missions previous performed by the AHP should be maintained. These missions should be by historical analysis, such as reviews of arrest records and reports commercial and private vehicles by Anti-Coalition Militias. Highway assessed as having a high risk of attack should retain security prote performed by the Afghan Uniformed Police, Afghan Stand-By Police or A Border Police, whichever is more appropriate.

vii. All Afghan Highway Police personnel, except for a small caretak senior leaders, must volunteer for new positions or elect to resign f Afghan National Police altogether.

viii. To minimize the number of AHP personnel to reassign, and to pr mission from growing, the MOI will be pressed to halt all AHP recruit

ix. Adjust all Afghan National Police fielding and logistics support support this Course of Action.

x. Develop public information programs to highlight the major field initiatives, inauguration of Regional Commands and significant person assignment actions. Start by conducting an inaugural ceremony on May 2006, at the Kandahar Police Regional Training Center that covers all Regional Command South, and includes a major display of vehicles, weapons, uniforms and equipment that will be fielded immediately to the Afghan Police in Kandahar Province.

xi. Proper Demographic Representation is the basic model used to formulate recruiting policies for this effort. Its basic tenets are listed below.

1. Proper Demographic Representation was emphasized as a method of conducting business by President Karzai and applies to all types of police units, placing special emphasis on operational effectiveness achieved by establishing a presence and understanding with the community in which the police operate.

2. Proper Demographic Representation consists of three major components: a) maintaining ethnic balance in all police units, promotions and assignments - for the Afghan Uniform Police this must be done at district level and must be a goal of the current plan, and for Afghan Police and Afghan Stand-By Police this must be done at least at the regional level when feasible; b) fill police ranks, especially the Afghan Uniformed Police, first through local recruiting, which makes it easier and should maintain proper local ethnic mix if executed fairly ensure that properly equipped police maintain a presence in the areas they are responsible for and seek to achieve understanding and trust with local population.

3. Don't over-recruit in any one particular area to fill other areas of one particular ethnic group, already an often-stated concern.

4. Recruiting should use threat study and population analysis report accepted by the GOA and the international community.

d. Timeline. The initial timeline for executing this Course of Action. Further timing details will be developed by the international community.

-15 May 06: RC-South established with Regional Police Advisory

-27 May 06: Commence Force Re-Balancing; Regional Command-South Ceremony with RC-South Commander and Staff, Senior MOI representative and local Afghans as well as international press coverage format for

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events.

-01 Jun 06: Afghan Stand-By Police Battalion deploys to RC-South per from RC-North; provides for two permanent Afghan Stand-By Police Battalions in RC-South.

-15 Jun 06: Phase I Pay Reform begins for the Afghan National

-01 Jun 06: Rank Reform Phase III complete for all of the Afghan National Police.

-01 Aug 06: All Afghan Border Police Re-Balance actions are complete

-01 Sep 06: Total Afghan National Police Re-Balance actions are complete

-15 Sep 06: Institute Phase II Pay Reform for all of the Afghan

e. Fill Requirements, Priorities, and Strategies. Because each part of the National Police has different requirements a standard strategy or fill strategy is used. This is because in the case of the Afghan Uniform Police, the inadequately documents security requirements in RC-South. Additional Tashkil does not determine which police structures should be filled in a constrained environment. Therefore the following fill strategies will be used:

i. Fill Strategies by Type of Police.

1. Afghan Uniform Police (AUP). Fill according to the provinces with the highest threat and lowest ratio of police to the general population. Only the four highest threat provinces and fill to a level that will

these provinces online with ratios in provinces that have a low threa

- a. Kandahar: current need is approximately 800 Policemen.
- b. Helmand: current need is approximately 600 Policemen.
- c. Uruzgan: current need is approximately 150 Policemen.
- d. Paktika: current need is approximately 300 Policemen.

¶2. Afghan Stand-By Police (ASP). Because Afghan Stand-By Police are a regional asset, they should be filled by region starting with the P with the overall highest threat and lowest Police to population ratio Using that thought process listed below are the actions and fill prio for the Afghan Stand-By Police.

a. RC-South.

i. Move one Afghan Stand-By Police Battalion from RC-North (5th Bn in Konduz) permanently to RC-South and man to 100 percent: current need is approximately 140 policemen.

ii. Fill existing RC South Afghan Stand-By Police Battalion to 100 percent (2d Bn in Kandahar): current need is approximately 221 policemen..

b. Fill remaining Afghan Stand-By Police Battalions to 100 percent

i. ASP Bn in RC Central (6th Bn): current need is approximately 176 policemen

ii. ASP Bn in RC East (1st Bn): current need is approximately 372 policemen.

iii. ASP Bn in RC West: current need is approximately 100 policemen.

iv. ASP Bn in RC Central (7th Bn): current need is approximately 378 Policemen.

v. ASP Bn in RC Central (8th Bn): current need is approximately 376 policemen.

vi. ASP Bn in RC North (4th Bn in MeS): current need is approximately 343 policemen.

¶3. Afghan Border Police (ABP). Fill in accordance with the new Tash

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which does adequately describe Border Police requirements.

a. RC South4th and 5th ABP Bdes: Current shortfall is approximately 1056 policemen.

b. RC East2nd and 3rd ABP Bdes: Current shortfall is approximately 848 policemen.

c. RC West6th ABP Bde: Current shortfall is approximately 672 policemen.

d. RC Centrall1st ABP Bde: Current shortfall is approximately 583 policemen.

e. RC North7th and 8th Bdes: Current shortfall is approximately 923 policemen.

ii. Fill (Man, Equip, Train) Priorities from 1 to n.

¶1. AUP in Kandahar.

¶2. AUP in Helmand.

¶3. 5th ASP Battalion with move to RC-South.

- ¶4. 2d ASP Battalion in Kandahar.
- ¶5. 6th ASP Battalion.
- ¶6. AUP in Uruzgan.
- ¶7. AUP in Paktika.
- ¶8. 4th and 5th ABP Brigades in RC-South.
- ¶9. 2nd and 3rd ABP Brigades in RC-East.
- ¶10. 1st ASP Battalion in RC-East.
- ¶11. 6th ABP Brigade in RC-West.
- ¶12. 3rd ASP Battalion in RC-West.

-West.

- ¶13. 1st ABP Brigade in RC-Central.
- ¶14. 7th ASP Battalion in RC-Central.
- ¶15. 8th ASP Battalion in RC-Central.
- ¶16. 7th and 8th ABP Brigades in RC-North.
- ¶17. 4th ASP Battalion in RC-North.

iii. Therefore, the total personnel requirement for all type of poli balanced is approximately 8,038.

f. Sourcing Strategies. After identifying the requirements, the sou requirements will be defined. There are four major potential sources accomplish the re-balancing tasks. All of these are limited by the i willingness to serve outside a certain radius of his ancestral homela sources we must first seek volunteers from the existing forces that w to other Police Forces with greater need and attempt to keep the volu home as possible.

i. Afghan Highway Police Manpower. The first manning pool to explor Afghan Highway Police. They are currently located in 298 fixed check locations along the Ring Road and along spur roads that lead to the 1 border crossing points. It currently has approximately 5,945 personn operating forces that could be available for placement in the Uniform and Stand-By Police. Given that not all of these personnel will elec policeman and move to a new job and location, the number available wi something less than 5,945. However, it must be clear to AHP persone must move to a new police function or lose their job.

ii. Afghan Security Force (ASF) Recruiting. There are approximately personnel along the Afghan-Pakistan Border that may still want to vol

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some type of national service. Some of these 800 will want to join t remainder may want to joint the ANPpresumably the Border Police firs Therefore, the Afghans must capitalize on the existing programs to de the ASF into our high priority requirements in RC-South, most likely Afghan Border Police Brigades.

iii. Move Personnel from Over-Manned to Under-Manned Areas. This s is the least desirable because it is least likely to be effective. M policemen will not volunteer to move long distances away from their c homes. However, the Afghan Uniformed Police is over-manned, primaril North, and the Afghans could ask for volunteers to relocate to RC-Sou Uniformed Police are under-manned, according to the threat and popula studies.

iv. Local Hire and Send to RTC for Training. The most likely source manpower after re-assigning AHP personnel is a policy of local hire. receive something near 5,900 personnel from re-balancing the Afghan H Police, then we will need to local hire approximately 2,100 new Polic in several locationsprimarily in RC-South. However, the Afghans mus prepared to local hire up to the entire requirement of 8,038 persone ordered to ensure re-balancing does occur.

g. Assisted Implementation Phasing. Given that re-balancing will be phasing our efforts will most likely assist in more efficient execution start in the areas of greatest need that have the greatest security impact. RC-South must be the focus of initial re-balancing efforts. The other Regional Police Operating Forces will be successively re-balanced on a similar basis. In all of this the Afghan MoI will be assisted by those International organizations and personnel with Police expertise. Additionally, the Commands will be assisted by Regional Police Advisory Teams (RPATs), with the daily planning and execution of re-balancing tasks in the region.

i. Phase 1 starts 15 May 2006. (RC-South)

1. Establish all of the Regional Commands.

2. Begin Re-Balancing Tasks in RC-South.

3. Deploy one Permanent Afghan Stand-By Police Battalion to RC-South (5th ASP Bn); provides for two permanent Afghan Stand-By Police Battalions in RC-South.

4. Rank Reform Phase III complete.

ii. Phase 2 starts 15 June 2006. (Other RCs)

1. Complete Phase I Pay Reform.

2. Take lessons-learned from re-balancing activities in RC-South and apply to the other Regional Commands.

3. Afghan Border Police Reforms completed not later than 01 August 2006.

4. All re-balancing actions in all of the Regional Commands must be completed not later than 01 September 2006, complies with budgeting demands.

iii. Phase 3 starts 15 September 2006.

1. Institute Phase II Pay Reform.

2. Take lessons-learned from rebalancing coupled with agreed upon Threat and Population Studies and begin to develop a new Tashkil that will capture more realistic Security Forces requirements across Afghanistan.

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